

Climb Wyoming

Works



Climb
W Y O M I N G

CLIMB WYOMING PROGRESS REPORT 2025

Welcome!

Thanks for joining us.

When I come across Climb Wyoming graduates out and about in my community, I feel inspired. This year, one of my favorite encounters was with the *daughter* of a Climb graduate who I met at my physical therapist's office.

She's earning a doctorate in Physical Therapy, an accomplishment she credits to her mom's Climb experience. Gaining new tools for stable employment, she said, allowed her mom to help the family thrive and leave poverty behind for good.

This story is just one of thousands unfolding across the state as Climb graduates work with grit, energy, and tireless determination to transform their families' lives. It also demonstrates how effectively Climb works to achieve powerful multi-generational outcomes. Our leading practices have been recognized many times over the years, most recently when Ascend at the Aspen Institute named Climb one of the top 15 programs in the nation influencing two generations.

As we head into our 40th year, Climb is a Wyoming-born organization that all Wyomingites can be proud of, because together we build innovative solutions to poverty that really work. In the pages that follow, I hope you can see and feel the "Climb Effect" impacting Wyoming homes, neighborhoods, schools, communities, and workplaces.

Now let's get to work helping more families in the year ahead!

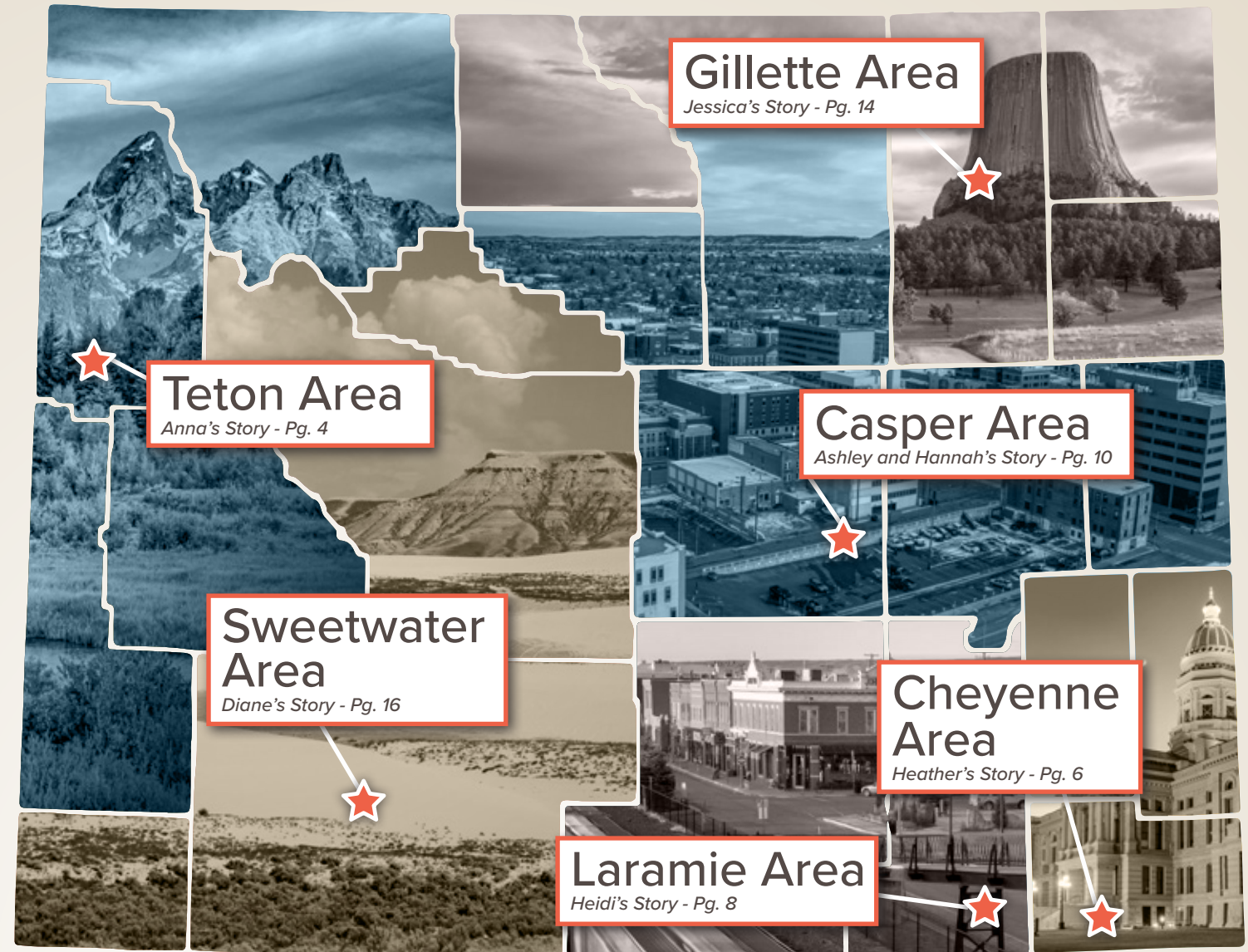
With Gratitude,

Katie

KATIE HOGARTY
CLIMB WYOMING CEO



SEE CLIMB WYOMING'S 2025 HIGHLIGHTS



Climb Works Across Wyoming

Single moms and their children experience the highest rates of poverty in Wyoming. Often unable to afford housing, food, transportation, and childcare, many women in our communities are living in crisis. Climb works to give single moms holistic support, comprehensive job training, and connections in the community so they can take their families from surviving to thriving.

With Climb, moms launch into new jobs and continue to grow professionally, driving Wyoming's workforce forward as bankers, healthcare professionals, truck drivers, welders, office and technology administrators, and so much more. Since 1986, Climb graduates have contributed **more than 60 million hours of work** to Wyoming's economy.



Working To Rise Up

Anna's Career in Banking

Inspires Other Women to Excel

“Before Climb, I was very meek and passive,” says Anna, a 2018 graduate of Climb’s Office Careers training in the Teton Area. “My marriage had been abusive mentally and physically, so I wasn’t coming to Climb in a very assertive way.”

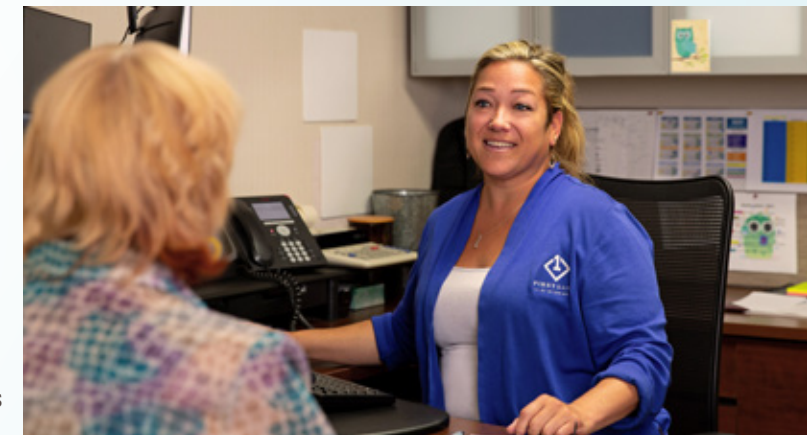
Anna was unemployed when she started Climb all those years ago, yet even through a fog of self-doubt, she sensed that she had potential. “I had always enjoyed math and been good at it, but it had been so long since I’d used any of those skills,” Anna recalls.

During training, Anna excelled at QuickBooks and began to see doors opening in her future. Her job placement was with Northern Title, where she oversaw land titles. She has since moved on to become a Mortgage Loan Originator and Assistant Vice President at First Bank of Wyoming.

Recently, Anna returned to Climb to serve as a mock interviewer and help moms practice for their upcoming job interviews. “It was so cool to think, ‘Wow, I was here,’” says Anna. “I remember being so terrified, and it made me realize how far I’ve come.”

At the bank, Anna also serves as a mentor to other women. “I try to help the women I work with speak up. I say, ‘If you have a concern, bring it forward! And it’s even better if you can bring a solution with it.’ As women, we must stand up for ourselves and remember how much we bring to the workplace.”

“I’m very happy with who I am today,” Anna says. “I know what I want out of life and am not afraid to ask for it.”



“I try to help the women I work with speak up. I say, ‘If you have a concern, bring it forward! And it’s even better if you can bring a solution with it.’”

Anna has risen up in her career since graduating from Climb in 2018 and now works as an Assistant Vice President at First Bank of Wyoming.



Leadership coaching can result in higher compensation, more promotions, and greater career satisfaction.¹



“Climb’s staff and my group had a lot to offer that built me up.”

Heather (foreground) says she gained confidence learning new job skills alongside Tina (background) and the other women in her Climb group.

Working Together

Heather Launches a Non-Traditional Career

with Support from Her Peers

Living as a single parent can be isolating, and peer support is often out of reach for families in poverty. For Heather, it was eye-opening to walk into a room full of other single moms on her first day of Climb’s Intro to Skilled Trades training in Cheyenne last year.

Climb designed this first-of-its-kind training to set women up for in-demand, high-paying careers in fields like Heating, Ventilation, and Air Conditioning (HVAC), electrical, dispatch, and more. During training, participants learned to employ advanced tools used in robotics, manufacturing, automotive, aerospace, and heating and cooling systems.

“Being in an all-women learning environment helped build my confidence, especially going into a non-traditional field of work,” Heather says. “It was empowering for me to be in a room with my group all day. You learn a lot of important lessons about life.” Climb’s group structure worked well for Heather: “Climb’s staff and my group had a lot to offer that built me up.”

Today, Heather is a Fabrication Insulator at Advanced Comfort Solutions, a family-owned business in Cheyenne. She builds parts for HVAC systems like ventilation ducts, and works alongside Tina, one of her Climb classmates. Both women are working toward their journeyman’s license in HVAC trades.

“I want to show my children that just because you get in a rut, it doesn’t mean you can’t move forward,” Heather says. “Just because something’s hard doesn’t mean it will always be hard.”

Working in a Group

A Research-based Pathway to Income Mobility and Well-being

Collaborative problem-solving prepares for important interactions in the workplace

Learning new skills with peers builds self-confidence and encourages innovation and experimentation

Building relationships in a cohort model strengthens connections to local support networks and increases access to community resources

Working for the Next Generation

Heidi and Her Daughter Rebuild for a Promising Future

Impact of Increased Parental Income on Teen Development:²



Better Health Outcomes

Higher Academic Achievement

Enhanced Social & Behavioral Development

So much can happen in a year. For 16-year-old Ella, the biggest change is that she has her mom back.

Ella's mom, Heidi, was at the Wyoming Women's Center in Lusk when she reached out to Climb seeking employment support after four years of incarceration. "I needed help learning how to live again," says Heidi. "And how to get in the groove of being a mom again."

Ella wrote a letter to the parole board advocating for her mom. "I love my mom so much, and I need to have her in my life," Ella wrote. "She's put in a lot of effort, and I believe she deserves a second chance."

Heidi worked hard to be ready to start Climb soon after she was released from prison and began Climb's Intro to Medical Careers training in Laramie in 2024. She had worked at a hospital in her previous life but needed support getting back into the healthcare industry.

Climb guided Heidi in strategizing what kind of medical job would leverage her strong work ethic, desire to help people, and past work experience. When Climb introduced Heidi to an opportunity at Hospice of Laramie, she knew it was the perfect match.

"It's an honor to help patients and families get through one of the hardest times of their lives," says Heidi, who helps run Hospice's day-to-day operations and also helps with patient care. "You develop a deep connection with people in their last days."

"When you're starting from absolutely nothing, a lot of people don't think you can rise above that," says Heidi. "But Climb helped me realize that the hard places I've been also make me valuable."



"When you're starting from absolutely nothing, a lot of people don't think you can rise above that, but Climb helped me realize that the hard places I've been also make me valuable."

Since Climb, Heidi (left) has started a new path forward with her daughter Ella (right). Heidi loves helping families in her job at Hospice of Laramie.

Working with Wyoming Employers

Ashley and Hannah Drive the Construction Industry Forward



“I was raised by a single mom,” says Ian Alvstad, who works for 71 Construction, a Casper-based company that hires Climb graduates. “Things were tough when I was growing up, and I know first-hand that single moms are such hard workers; all they need is a chance to realize their dreams and potential.”

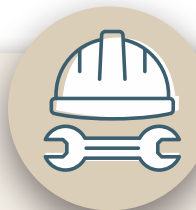
71 Construction handles underground utilities, industrial construction, concrete paving, hazardous waste removal, and more. The business has two Climb graduates on their crew: Hannah and Ashley fill important jobs in an industry that faces serious labor shortages. Both women haul materials to job sites, including a major project to replace five bridges on Interstate 25 that goes through Casper.

“As older workers in this industry retire, we’re not seeing a younger workforce step in to fill that void.”

“Driving trucks turns out to be something I enjoy immensely,” says Hannah, who especially likes asphalt paving. “I don’t drag my feet. I love going to work.”

“As older workers in this industry retire, we’re not seeing a younger workforce step in to fill that void,” says Ian, who appreciates that Climb’s intensive training pairs moms with experts who often have decades of experience to pass along.

“Artificial Intelligence can’t do these jobs, that’s for sure,” says Ian. “Ashley and Hannah are real go-getters. The training and tools Climb has provided them with, as well as the ongoing support, are a huge benefit to us as an employer. They are literally building a stronger community.”



723,000 new workers are needed each year to meet the construction industry’s demands.

51% of construction firms report experiencing project delays due to a labor shortage.³

Climb has trained more than **500 women in non-traditional careers**, including commercial driving, plumbing and pipefitting, construction trades, and HVAC.

Opposite Page: Hannah and Ashley work with Ian to fill important jobs in the construction industry.

This Page: Ashley behind the wheel at 71 Construction, where she hauls materials for major projects like the replacement of bridges on Interstate 25.



THANK YOU TO OUR RECENT EMPLOYER PARTNERS:

CASPER

Banner Wyoming Medical Center⁺
 Bear Country Home Healthcare⁺
 Casper GMC
 Casper Mountain Motorsports
 Casper Mountain Rehabilitation and Care Center⁺
 Central Wyoming Urological Associates
 Cornerstone Caregiving⁺
 Digestive Care Specialists
 First Interstate Bank - Casper
 Johnstone Supply
 Memorial Hospital of Converse County⁺
 Mesa Primary Care
 Mountain West Technologies⁺
 Shepherd of the Valley Healthcare Community⁺
 Sterling Surgical Center⁺

CHEYENNE

Advanced Comfort Solutions - Cheyenne⁺
 Cheyenne OBGYN⁺
 Cheyenne Regional Medical Center⁺

Community Action of Laramie County
 Compass Home Healthcare
 Eden Home Health and Hospice
 Edgewood Aspen Wind⁺
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 Home Instead - Cheyenne⁺
 Laramie County Community College⁺
 Laramie County School District 1⁺
 Life Care Center of Cheyenne⁺
 Triple R Fashion for Good
 Unique Wood Designs
 Volunteers of America - Cheyenne
 WYOIT
 Wyoming 211 Call Center⁺
 Wyoming Department of Family Services - Cheyenne
 Wyoming Independent Living - Cheyenne

GILLETTE

Big Horn Pediatrics⁺
 Campbell County Commissioner’s Office

Campbell County Health Medical Group⁺
 Council of Community Services
 DRM, Inc.⁺
 Family Health
 Front Range Investments
 Gillette News Record
 Next Energy Services⁺
 Pluggin Along⁺

LARAMIE

Advanced Comfort Solutions - Laramie
 Albany County School District #1⁺
 Cook and Associates, P.C.⁺
 Elway Powersports of Laramie
 Hospice of Laramie⁺
 Laramie GM
 Made4U Foods
 Premier Bone and Joint Centers - Laramie⁺
 Range Leather Company
 Shepard Construction, Inc.
 Skyline
 Sugar Mouse Cupcake House

SWEETWATER AREA

Cowboy State Trucking
 Deer Trail Assisted Living⁺
 John Bunning Transfer Co., Inc.⁺
 Krone Trucking⁺
 Mission at Castle Rock⁺
 Mountain Works
 Nucor Drilling⁺
 Sage View Care Center⁺
 STAR Transit
 Sweetwater County - Road & Bridge⁺
 Sweetwater County School District #1

TETON AREA

The Clear Creek Group
 Family Safety Network
 Frederick Mountain Group
 Immigrant Hope
 JH Solid Stone and Tile
 Stam and Associates⁺
 Sweet Spirits Preschool and Child Care
 Tegeler & Associates

⁺ These employers have partnered with Climb for multiple job placements.

The Climb Effect

By the Numbers

Four Decades of Impacting Communities, Families, and the State of Wyoming

Since 1986, the state of Wyoming has saved over

\$138 million⁴

from decreased dependence on public assistance programs among Climb graduates.



97%

Climb's Graduation Rate

Climb has impacted more than:

12,000 moms
&
25,000 children

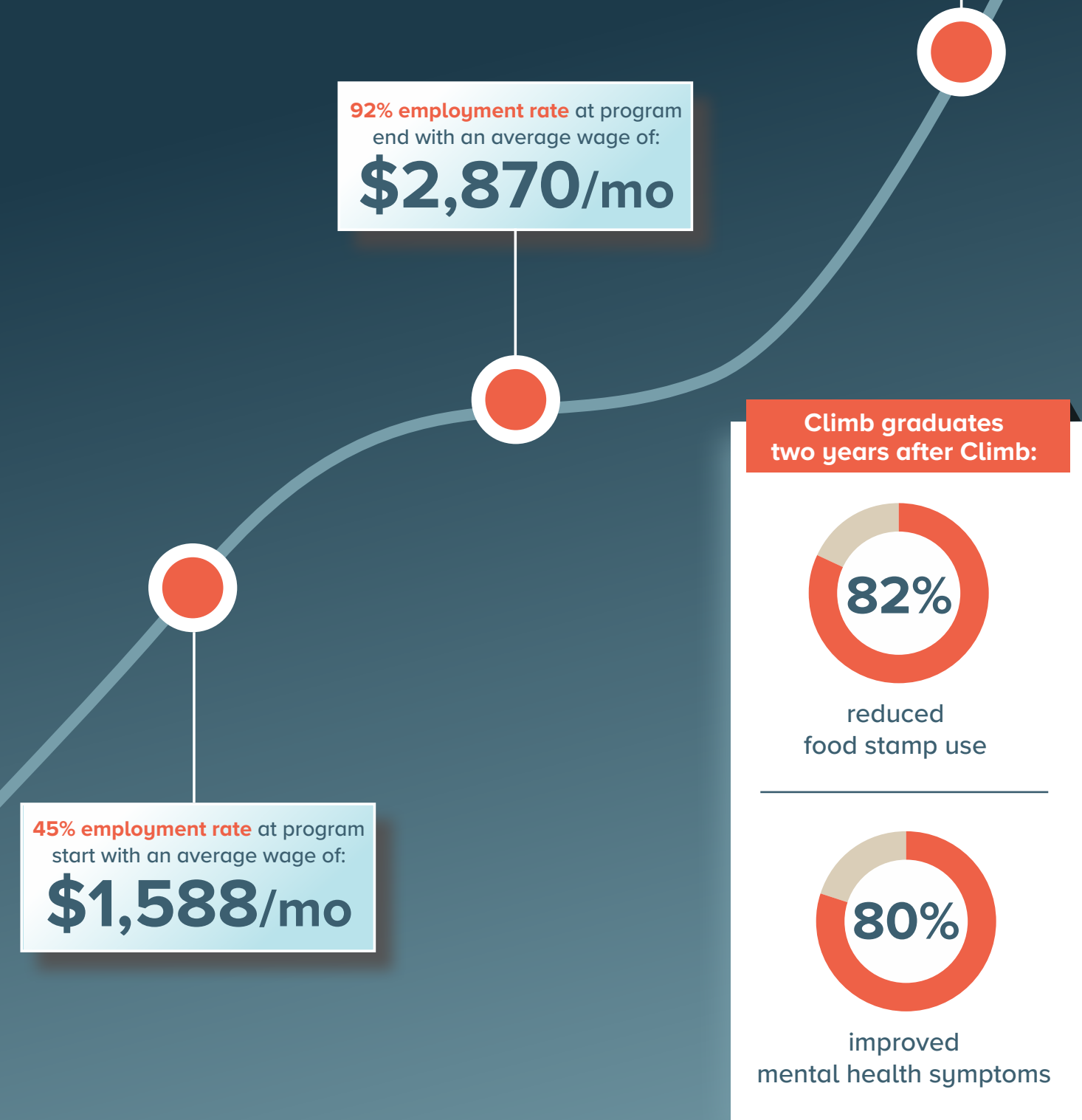
Climb graduates have contributed over **60,000,000** hours of work

to Wyoming's economy in healthcare, commercial driving, plumbing and pipefitting, office administration, technology, and more.

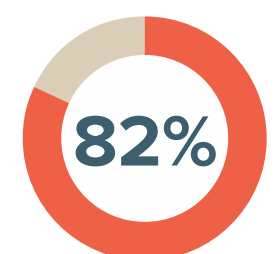
Climb Wyoming has partnered with over **850 employers** and hosted more than **300 trainings** across the state.

The impact is real.

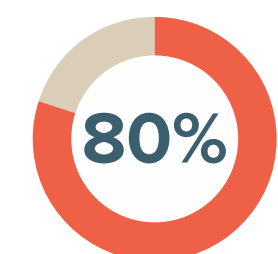
Climb graduates experience an immediate life-changing wage increase with sustained long-term growth that transforms every part of their families' lives.



Climb graduates two years after Climb:



reduced food stamp use



improved mental health symptoms

Working Through It

Jessica Heals in Order to Move Forward

75% of Climb participants report improved executive functioning skills that contribute to employment success:



Planning

Decision-Making

Organization

Emotional Regulation

Women often come to Climb carrying the heavy burden of past trauma. For moms like Jessica, Climb’s mental health services can help with healing and finding new ways to move forward after difficult times.

Jessica was in a dark place when she began Climb’s Certified Medical Assistant training in Gillette last year. Her husband had recently passed away, and she was suddenly on her own raising two kids, ages two and five.

“My first day at Climb,” Jessica recalls, “we went around the room and had to introduce ourselves. It was terrifying doing that with people I didn’t know!”

Jessica says that working with Climb’s licensed mental health provider allowed her to start coming out of her shell. “Those counseling sessions were a safe space where I could push myself,” she says. “It felt like Climb was truly invested in me, and that allowed me to trust the process and grow.”

With an interest in community health and education, Jessica started her new career path at Youth Emergency Services in Gillette and now helps children with developmental disabilities at Campbell County Children’s Developmental Services.

“A year and a half ago, I would never have done anything out of my comfort zone,” Jessica says. “I wouldn’t go to the store alone or take the kids to the park alone. I was really isolating my family. Now we walk to school and the park together all the time. I recently bought a three-bedroom house. Climb was absolutely life-changing.”



“Now we walk to school and the park together all the time. I recently bought a three-bedroom house. Climb was absolutely life-changing.”

Jessica and her two sons sit on the front porch of their new house. She says Climb’s mental health services helped her take important steps forward after her husband’s death.



Working for the Long Haul

Almost Two Decades After Climb,
Diane's Career Keeps Paying Off

“Without Climb, I wouldn't have known the first steps to take. Climb took a chance on me when no one else would, and I'm forever grateful for that.”

Diane graduated from Climb almost two decades ago and has continued to thrive in the trucking industry.

“If there's one thing that I'm most proud of teaching my four sons, it's to work hard,” says Diane, who graduated from Climb's Commercial Driving training in the Sweetwater Area almost 20 years ago. “If you stick with things even when they're hard, the payoff is great.”

Diane knows all about hard work: As a truck driver for Lewis & Lewis, Inc., she often puts in 12- to 15-hour days. On a recent job in downtown Rock Springs, Diane worked 40 hours in three days to get a project finished on time.

Since earning her Commercial Driver's License with Climb in 2009, Diane has driven all kinds of equipment, often hauling “doubles” that weigh up to 117,000 pounds fully loaded.

“You do your job, you pay attention, and you don't cut corners,” says Diane of her perseverance. “I've driven any truck you can think of just so I could learn and get better.”

Diane was still getting on her feet when she came to Climb. She was on probation and recovering from a drug addiction.

“My self-worth was so low before Climb,” says Diane. “Now it's through the roof because I know I'm good at what I do.”

Diane is really proud that her youngest son has never known her as anything but a truck driver with a high-paying career. She owns a four-bedroom house. Two of her sons now operate trucks and have worked alongside their mom on construction projects.

“Without Climb, I wouldn't have known the first steps to take,” says Diane. “Climb took a chance on me when no one else would, and I'm forever grateful for that.”

Homeownership for Climb graduates 10 years post-program **quadruples**, positively impacting families by building financial equity, providing stability, and fostering a stronger sense of community.



Thank you, investors!

Fiscal Year 2025 (October 2024–September 2025)

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Margaret Johnson
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Pat Mattson
Ruth McDonald

"Climb is a very valued partner. WYWF is proud to support their important work that provides moms with the skills to help families thrive."
– Bekah Hazelton, Director
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Carrie and Drew Bennett
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Allison Bergh
Tammie Bertelson

2025 FINANCIALS

Expenses	
Program	80%
Management	8%
Fundraising	12%
Revenue	
Public Funding	57%
Private Funding	43%

Rachel Bevan
Beyond Broccoli
Big Horn Pediatrics
Bertha Bikulcs
Kim and Zahan Billimoria
Bills Elvis Charity Foundation
Julie Birrer
Bison Wealth Management,
Nicki and Brendan McDermott
Brian and Jenny Black
Black Diamond Financial, LLC
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Blue Cross Blue Shield of Wyoming
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Steven and Janet Chen
Margene Chew
Cheyenne Greek Festival
Community Development Block Grant Program, City of Cheyenne's Housing & Community Development Division
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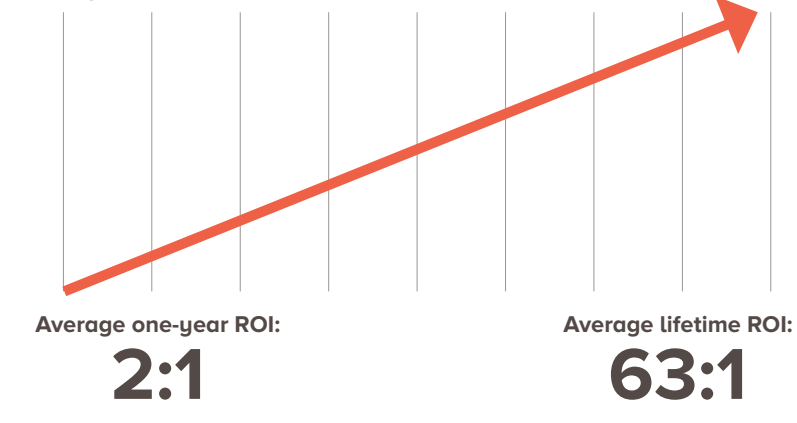


The Brauer Family
Stephanie Brennan
Jan and Doug Brimeyer
Betsy and Ron Brino
Cristina Briones
Cheryl Brock
Sara Brodnax and Steve Holmes
Jill Brooks and Donna Mazzamurro

Your Return on Investment:

Your impact is compounded as a mom becomes self-sufficient, earns higher wages, continues to grow in the workforce, and breaks the cycle of poverty for her children.

Average cost per Climb participant is \$18,000



City of Laramie
Regina Clark
Rory Coater
Dave and Pam Coleman
Karen and Jim Coleman
Robert and Faye Coleman
Melanie and Edd Collins
Community Change Program -
Leadership Jackson Hole
Community Foundation of
Jackson Hole
Jonathan Conley
Cathy Connolly
Cony Corporation
Craig Cook
Leslie Cook
Margaret Cook
Mary Rawls Cooke Berkeley and
Richard D. Cooke, Jr.
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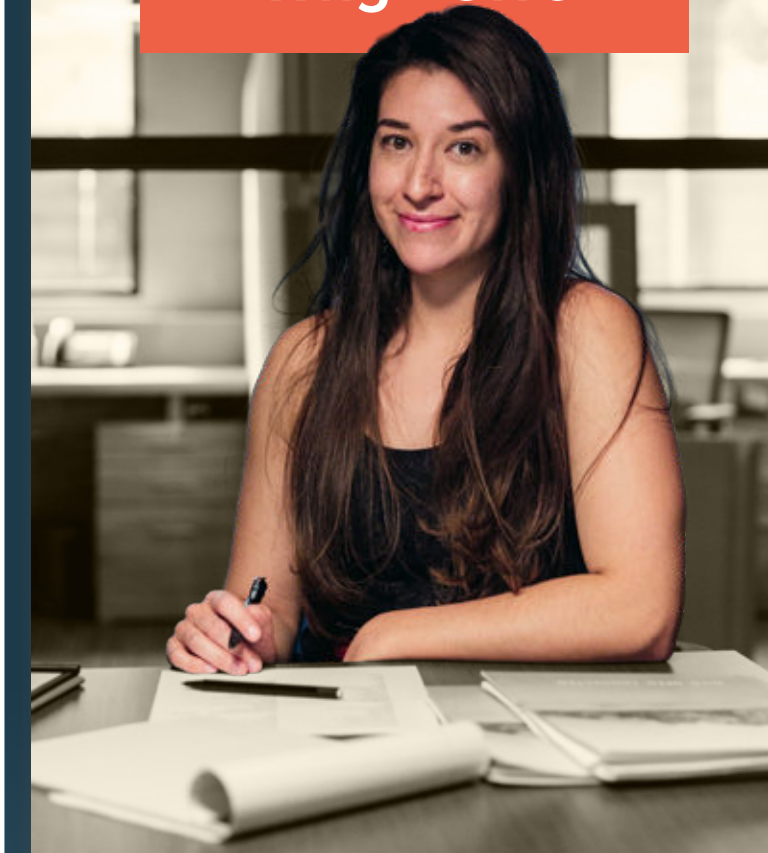
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“For me, giving monthly to Climb allows me to make an impact at an affordable scale and still make a difference. I would donate to Climb even if I wasn’t a graduate. Climb’s work is so impactful for single moms, not just economically, but emotionally, too. Climb had a mass ripple effect on everything in my life. My kids are super proud of me, and I’ve been able to set an example for them that has boosted their confidence.”

After graduating from Climb’s Office Careers training in the Teton Area five years ago, Roxanne began her job placement at the Jackson Hole Land Trust as an Administrative Associate and has since been promoted to Advancement and Operations Manager for the nonprofit.

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- ¹ Institute of Coaching, "The Personal Benefits of Coaching"
- ² The University of Chicago Becker Friedman Institute for Economics, "The Effects of Parental Income and Family Structure on Intergenerational Mobility: A Trajectories-Based Approach"
- ³ National Association of Homebuilders, "Labor Report Shows Dire Need for New Construction Workers"
- ⁴ Wyoming Department of Family Services; Wyoming Department of Health-Medicaid; Wyoming LIHEAP FY2017 State Profile; U.S. Department of Housing and Urban Development

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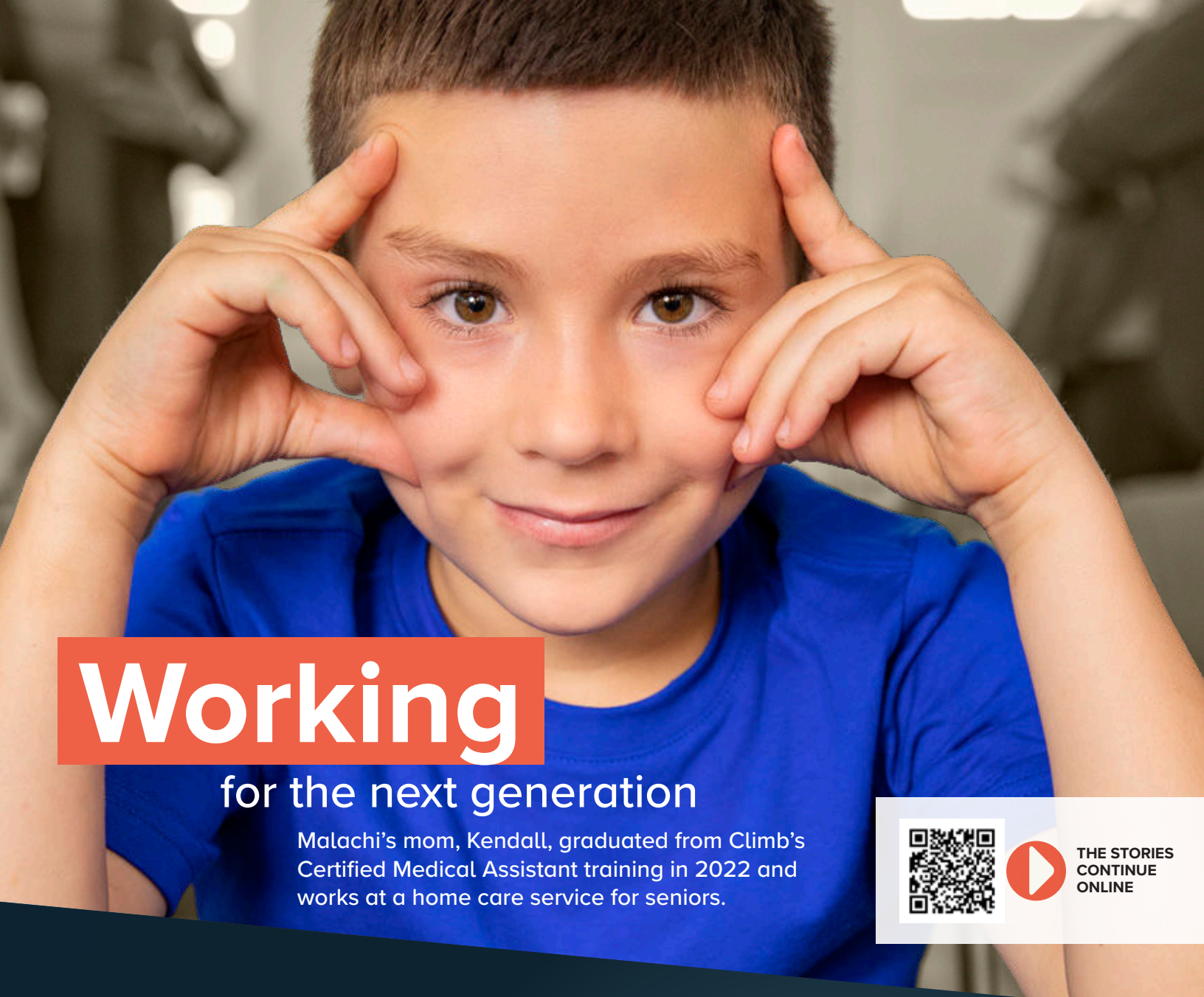
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for the next generation

Malachi's mom, Kendall, graduated from Climb's Certified Medical Assistant training in 2022 and works at a home care service for seniors.



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OUR MISSION: For low-income single mothers to discover self-sufficiency through career training and placement.

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